



Equality Objectives

- To use performance data to monitor student achievement and respond to variations between groups of learners, subjects, courses and key stages, trends over time and comparisons with other schools
- To raise the awareness and skills of staff to promote fairness, equality and good relations in the context of their role at the academy during the academic year
- To provide an environment that welcomes, protects and respects diverse people
- To increase the level of pupil voice by extending our school council to include a fair representation of all pupils in the academy, and in this way to foster good relationships in the academy between those who have protected characteristics and those who do not
- To increase the membership of vulnerable pupils in out of school clubs and activities, and in this way to reduce or remove inequalities in attainment throughout the academy, particularly inequalities relating to the protected characteristics listed in the Equality Act
- To narrow the gap between vulnerable groups of pupils and other pupils in access to homework support, and in this way to reduce or remove inequalities in attainment throughout the academy, particularly inequalities relating to the protected characteristics listed in the Equality Act
- To narrow the gap between all groups of pupils, including low income pupils and non-low income pupils, in the level achieved in literacy to ensure that all students are given the opportunity to fulfil their potential in accessing the curriculum, regardless of background
- To address cultural events through Personal Development lessons/days, year/House assemblies and the Ready2Learn Programme to increase student awareness and understanding of issues in different communities, particularly relating to inequalities identified under the protected characteristics listed in the Equality Act